



# EEOC News

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Seattle District Office

Federal Office Building  
909 First Ave., Suite 400  
Seattle, WA 98104-1061  
(206)220-6883  
TTY (206)220-6882  
FAX (206)220-6911

**RECEIVED**

FOR IMMEDIATE RELEASE      **APR 08 2004**  
April 6, 2004      Human Rights Commission

Contact:      A. Luis Lucero, Jr.  
                    (206) 220-6878  
                    Kathryn Olson  
                    (206) 220-6895  
TTY:      (206) 220-6882

## **TATLEY-GRUND AND EEOC SETTLE DISCRIMINATION LAWSUIT THROUGH MEDIATION**

SEATTLE – Tatley-Grund, Inc., a renovation and remodeling business, has agreed to compensate a former employee in the amount of \$33,500 in settlement of a discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC) under Title VII of the 1964 Civil Rights Act. The EEOC's suit alleged that the former employee was terminated in retaliation for complaining to management about being harassed because of his Iraqi national origin.

Tatley-Grund denied the allegations of discrimination. However, in order to resolve this dispute, all the parties agreed to engage in an early mediation which resulted in this settlement. The settlement was incorporated into a Consent Decree (Civil No.CV03-2949P) entered with the U.S. District Court for the Western District of Washington. Tatley-Grund will remain under the court's jurisdiction for two years. Pursuant to the Consent Decree, the company has agreed to maintain policies and schedule regular training designed to prevent further workplace discrimination or retaliation.

"The EEOC is committed to fighting discrimination and is particularly concerned when employees encounter retaliation for trying to correct discrimination they experience," said EEOC Seattle District Director Jeanette Leino. "We are pleased that Tatley-Grund has agreed to take corrective measures to prevent discrimination in the future."

A. Luis Lucero, Jr., the Regional Attorney in EEOC's Seattle District Office, noted, "Harassing employees because of their national origin is illegal and the EEOC will not condone such conduct. However, we are pleased we were able to resolve this matter with Tatley-Grund through mediation."

- more -

**TATLEY-GRUND SETTLES DISCRIMINATION LAWSUIT**  
**(continued) - Page 2**

In addition to enforcing Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex or national origin, the EEOC enforces the Age Discrimination in Employment Act; the Equal Pay Act; prohibitions against discrimination affecting individuals with disabilities in the federal government; sections of the Civil Rights Act of 1991; and Title I of the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in the private sector and state and local governments. Further information about the EEOC is available on the agency's web site at [www.eeoc.gov](http://www.eeoc.gov).

###